

## **Personal Development Plan**

The Personal Development Planning requirement. This opportunity runs parallel to the scheduled course and provides an opportunity for each student to generate a long-term program that establishes clear holistic objectives for both personal and professional development. The program requirements include mapping out a developmental program while stating concrete ways to achieve results. It may include any leader competencies that clearly support upward mobility and development in a professional context but that are not regularly prioritized in many organizations. Examples include self-awareness, confidence, trust, judgement, and communication. The personal development requirement requires students to synthesize and integrate existing leadership capacities with newfound competencies acquired during the FELD program. It provides a contextual framework and the necessary challenge to self-connect FELD program objectives with practice. Rooted in competency-based learning, Personal Development Planning yield long term benefits for both student and their organization. Well-crafted and implemented personal development programs result in professionals who:

- Provide a source of self-awareness, confidence, and adaptable leaders for the future.
- More clearly recognize the connections between professional and personal skills and attributes.
- Act as a catalyst for organizational improvement within their Agency.
- Are better able to see the impacts of long-term planning through the lens of daily activities.

### **Student Requirements**

- Assess current individual strengths and developmental needs given internal class and external assessments and feedback.
- Design a Developmental Program that demonstrates feedback and evaluation measures.
- The Program must clearly describe the specific developmental shortfalls to be addressed and a measurable level of improvement for each shortfall.
- Demonstrate the ability to create developmental opportunities for self.
- Develop and document a Program that leverages one or more trusted colleagues, supervisors, mentors, or coaches from within the student's organization.
- Each student must schedule and present at least one 15-minute update to the cohort. Each update will be assessed as a public speaking opportunity with the accompanying rubric.
- Demonstrate the integration of self-development and organizational improvement within the student's organization.

## **Overarching Goals**

- Demonstrate personal and intellectual growth during the FELD program
- Practice key leadership and developmental attitudes, behaviors, and principles within the student's organization
- Leverage collaboration with colleagues, supervisors, mentors, or coaches from within the student's organization as an opportunity for personal development and organizational improvement.